



DISCRIMINATION AND POWER



OVERVIEW

- ▮ **Define discrimination**
- ▮ **Explain the characteristics of discrimination**
- ▮ **Explain related causes of discrimination**
- ▮ **Define racism and sexism**
- ▮ **Define prejudice**
- ▮ **Explain power, and its relationship to discrimination**



CONCEPTS OF EO/EEO VIOLATIONS

- ▮ Prejudice**
- ▮ Racism**
- ▮ Sexism**
- ▮ Discrimination**



PREJUDICE

**Prejudice is defined as a negative attitude
Feeling toward certain groups based up
And inflexible generalizations.**

Three Components of Prejudice:

- Thinking Component**
- Emotional Component**
- Acting Out Prejudice**



ACTING OUT PREJUDICE

- ▮ Disparaging Terms**
- ▮ Avoidance**
- ▮ Discrimination**
- ▮ Physical Attacks**
- ▮ Extermination or Genocide**



RACISM

□ Racism is defined as any attitude or act of an individual, group or institution to subjugate another person or group because of skin color or other physical traits associated with a particular group.



SEXISM

□ Sexism is defined as an attitude, behavior conditioning that fosters stereotypes of roles based on sex or gender.



DISCRIMINATION

Webster's Dictionary:

Discrimination is defined as the act or ability to discriminate or make a difference or clear distinction.

EO/EEO Perspective Definition:

Actions or practices carried out by member groups - or their representatives - which have a differential and harmful impact on member or subordinate groups.



CHARACTERISTICS OF DISCRIMINATION

- Overt or Hidden**
- Direct or Indirect**
- Intentional or Unintentional**



TYPES OF POWER

- **Formal Power**

- **Informal Power**



SIX BASES OF POWER

- ▮ **Legitimate Power**
- ▮ **Reward Power**
- ▮ **Coercive Power**
- ▮ **Expert Power**
- ▮ **Referent Power**
- ▮ **Associative Power**



MISUSE/ABUSE OF POWER

- ▮ **Weakness**
- ▮ **Expanding**
- ▮ **Information**
- ▮ **Mannerisms**
- ▮ **Defense**
- ▮ **Giving**
- ▮ **Promotion**



RELATED CAUSES OF DISCRIMINATORY BEHAVIORS

- ▮ **Group Size**
- ▮ **Social Distance**
- ▮ **Competition**
- ▮ **Power Threat**



SUMMARY

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